

## St Albans Mencap

Charity number: 210073

[stalbansmencap.org.uk](http://stalbansmencap.org.uk)

# Safeguarding Policy

This safeguarding statement outlines its dedication to protecting children, young people, and vulnerable adults who use its services, emphasizing the importance of welfare and equal protection from harm. The policy applies to all staff and volunteers and is aligned with relevant legal and regulatory standards.

Safeguarding is the overarching principle and this policy should be read in conjunction with the separate policies covering Child Protection and Safeguarding Vulnerable Adults.

Document control:

Version:	Date approved:	By:	Review due:
1.0	July 2025	Board	July 2026

Summary of changes:

Version:	Changes:
1.0	Statement of position at July 2025

## Safeguarding Policy Statement

Adapted from the NSPCC model policy and aligned with St Albans Mencap's mission and procedures.

### Purpose and Scope

This policy statement outlines St Albans Mencap's commitment to safeguarding and promoting the welfare of children, young people, and vulnerable adults who access our services. It applies to all staff, trustees, volunteers, agency workers, and students working on behalf of the organisation.

St Albans Mencap provides day services, community outreach, and inclusive activities for individuals with learning disabilities, including physical, emotional, and behavioural challenges. Our services include SNAP (Special Needs Activities and Play) for children aged 5–19, and adult support services that promote independence and community participation.

### Our Commitment

We are committed to:

- Protecting children, young people, and vulnerable adults from harm, abuse, and exploitation.
- Embedding safeguarding into all aspects of our work, including recruitment, training, service delivery, and governance.
- Ensuring all staff and volunteers understand their responsibilities and are confident in applying safeguarding procedures.

### Key Principles

- The welfare of the child is paramount (Children Act 1989).
- All children, young people and vulnerable adults, regardless of age, disability, gender, race, religion or belief, have the right to equal protection from all types of harm or abuse.
- Working in partnership with children, young people, vulnerable adults, parents, carers, and other agencies is essential in promoting welfare.

# St Albans Mencap Safeguarding Policy Statement

## We Will:

- Ensure all staff and volunteers receive safeguarding training during induction and regular refreshers, in line with HSCP guidance.
- Appoint a Designated Safeguarding Lead (DSL) responsible for managing concerns and liaising with statutory agencies.
- Use safer recruitment practices, including DBS checks and robust vetting procedures.
- Maintain clear procedures for reporting concerns, managing allegations, and whistleblowing.
- Promote a culture of openness, respect, and accountability.
- Provide accessible information to children, families, and staff about safeguarding and how to raise concerns.
- Ensure our safeguarding practices are regularly reviewed and aligned with Ofsted, NSPCC, and HSCP standards.

## Designated Safeguarding Lead (DSL) Contact Details

For any safeguarding concerns, please contact:

Name: Kelsey Ferrari, Designated Safeguarding Lead – St Albans Mencap

Role: DSL – Responsible for managing safeguarding concerns and liaising with statutory agencies

Email: [safeguarding@stalbansemencap.org.uk](mailto:safeguarding@stalbansemencap.org.uk)

Phone: 07920 426378

If the DSL is unavailable, please contact the Safeguarding Trustee or the Operations and Safeguarding Committee via [admin@stalbansemencap.org.uk](mailto:admin@stalbansemencap.org.uk).

## Implementation and Oversight

The Operations and Safeguarding Committee oversees the implementation of this policy and ensures compliance with legal and regulatory frameworks. The committee reports to the Board of Trustees and is responsible for reviewing safeguarding practices, risk management, and quality assurance.